

Matthew DeCarlo PhD MSW
MSW Program Director, Practicum Director & Clinical Assistant Professor
Department of Education Leadership, Counseling, & Social Work
Saint Joseph's University, 5600 City Ave. Philadelphia, PA
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Curriculum Vitae

Areas of specialization

- ❖ Information equity: open education, open access, open data, and open science
- ❖ Workforce equity: licensure examinations, unpaid internships, and labor rights
- ❖ Open educational practices: supporting nontraditional and historically underserved students

Education

2012-2016: PhD in Social Work, Virginia Commonwealth University, Richmond, VA
2008-2010: Master of Social Work, George Mason University, Fairfax, VA
2003-2007: Bachelor of Arts in Psychology, College of William and Mary, Williamsburg, VA

Faculty & administrative appointments

2023-present: *MSW Program Director, Practicum Director, Clinical Assistant Professor*, Saint Joseph's University School of Education and Human Development, Philadelphia, PA.
First Zero Textbook Cost online MSW program in the United States.
Designed 10 classes in the field education, research, HBSE, and capstone sequences.
Created the practicum handbook and student handbook.
Developed fellowships in Disability Social Work and Spiritual Social Work
Wrote Benchmark 1 documents which were approved by the CoA for the June 2024-2026 accreditation timeline and supervised our first CSWE site visit.

2021-2023: *Assistant Professor*, La Salle University School of Arts & Sciences, Philadelphia, PA.
Pre-major classes: Introduction to social work, human rights
Generalist classes (BSW/MSW co-listed): Multi-dimensional approaches to human development, social work research, human development & diversity, values and ethics (capstone)

2020-2021: *Assistant Professor of Social Work*, Stockton University School of Social and Behavioral Sciences, Galloway, NJ.
Generalist classes: Human behavior in the social environment & lifespan development
Concentration classes: Substance abuse, advanced practice with individuals & families, social welfare policy & advocacy

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- 2016-2020: *Assistant Professor*, Radford University School of Social Work, Radford, VA
Generalist classes: Social work research, social welfare policy, HBSE, field instruction
Concentration classes: Social welfare policy analysis & advocacy, substance abuse
Site Coordinator for online hybrid MSW program (2017-2019)
Distinguished faculty member, Waldron College (2018-2019)
Dalton Eminent Scholar Rising Star Award (2019-2020)
- 2014-2016: *Adjunct Professor*, Virginia Commonwealth University School of Social Work, Richmond, VA
Pre-major classes: Communications
Generalist classes: Social work research, policy analysis & advocacy, HBSE & lifespan development
Full-time teaching load while completing dissertation

Consulting

- 2023-2024: *OER Development Consultant*, Open Oregon, Linn Benton, OR
Assisted with the development and publication of four open textbooks addressing family studies, introduction to human services, field education, and human development.

Publications

Textbooks

- DeCarlo, M.** (2018). *Scientific inquiry in social work*. Open Social Work. Retrieved from: <https://scientificinquiryinsocialwork.pressbooks.com/> CC-BY-NC-SA.
❖ Adopted at over 100 campuses, saving students over \$500,000 since August 2018.
- DeCarlo, M.**, Cummings, C., & Agnelli, K. (2021). *Graduate research methods in social work*. Open Social Work. Retrieved from: <https://pressbooks.rampages.us/msw-research/> CC-BY-NC-SA.
❖ \$23,750 state grant. Adopted at over 18 campuses, saving students over \$50,000 since August 2021.

Journal articles

- DeCarlo, M. P.** & Bean, J. (2024). Assessing Measurement Invariance in ASWB Exams: Regulatory Research Proposal to Advance Equity. *Journal of Evidence-Based Social Work*. (in proofing)
- Hirsch, J., **DeCarlo, M. P.**, Lewis, A., & Walker, C. (2023). Alternative Pathways to Social Work Licensure: A Critical Review and Social Equity Policy Analysis. *Journal of Evidence-Based Social Work* (awaiting issue number). <https://doi.org/10.1080/26408066.2023.2284919>
- DeCarlo, M. P.** (2022). Racial bias and ASWB exams: A failure of data equity. *Research on Social Work Practice*, 32(3), 255–258. <https://doi.org/10.1177/10497315211055986>

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DeCarlo, M. (2021). Teaching note: Adopting, adapting, and creating open textbooks: A brief guide for faculty. *Journal of Social Work Education*. <https://doi.org/10.1080/10437797.2021.1992322>

DeCarlo, M., Bogenschutz, M., Hall-Lande, J., & Hewitt, A. (2019). Implementation of self-directed supports for people with intellectual and developmental disabilities in the United States. *Journal of Disability Policy Studies*, 30(1), 11-21. <https://doi.org/10.1177%2F1044207318790061> ([open access](#))

Bogenschutz, M. D., **DeCarlo, M.**, Hall-Lande, J., & Hewitt, A. (2019). Fiscal stewardship, choice, and control: The context of self-directed services for people with intellectual and developmental disabilities (IDD) in the United States. *Intellectual and developmental disabilities*, 57(2), 158-171. <https://www.aiddjournals.org/doi/abs/10.1352/1934-9556-57.2.158>

Nguyen, P., Corona, R., **DeCarlo, M. P.**, Yaros, A., Le, A. T., & Compton, K. (2018). Help seeking behavior in a diverse sample of Asian American adults. *Journal of Ethnic and Cultural Studies*, 5(2), 1-15. <http://www.ejecs.org/index.php/JECS/article/view/124> [access](#)

Web resources

DeCarlo, M. & Gruber, A. M. (2024). *Open social work*. <https://opensocialwork.org/>

- ❖ Hosts the largest library of open textbooks and open access books organized by social work course to assist educators with easy adoption of free and openly licensed resources.

In revision

DeCarlo, M. P. (2023, July 27). *Methodological and ethical bankruptcy of the Association of Social Work Boards Examination Program*. ([preprint](#))

DeCarlo, M., Schoppelrey, S., Crenshaw, C., Secret, M., & Stewart, M. (2020, January 1). Open educational resources and graduate social work students: Cost, outcomes, use, and perceptions. ([preprint](#))

DeCarlo, M. & Vandergrift, K. (2019, December 29). Textbook cost burden and social work students. ([preprint](#))

DeCarlo, M., Crenshaw, C., Fominaya, A., Parsons, A., Secret, M., & Stewart, M. (2019, December 9). Open textbooks and student learning in social work research methods: Results from a mixed-methods and student-engaged pilot project. ([preprint](#))

Other

Moreno, B. [host] (2023, December 4). Building an MSW program; Macro Social Work; **Dr. Matthew DeCarlo** (Episode #160). *The social work rants podcast*. <https://podcasts.apple.com/us/podcast/building-an-msw-program-macro-social-work-episode-160/id1495048692?i=1000637941377>

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- DeCarlo, M.** (2020,). Peer-Reviewed Blog Post vs. Journal Article - What is the difference? [Blog post]. *Social Work with Digital Technology*. iHeartTech <https://swdt.pubpub.org/>
- Wallace, W. (2019, September 26). Dr. **Matthew DeCarlo**: What's open education? *Radford University Tartan*. ([free access](#))
- DeCarlo, M.** (2018, November 2). Teaching in the open: How I published a free textbook [Blog post]. *Teaching & learning in social work*. ([open](#))
- DeCarlo, M.** (2018, October 2). Social work and the open education movement. [Blog Post]. *Teaching & learning in social work*. ([open](#))
- DeCarlo, M.**, Hall-Lande, J. Bogenschutz, M., & Hewitt, A. (2017). State of the states in self-direction for individuals with intellectual and developmental disabilities. *Policy research brief (26,1)*, Research and Training Center on Community Living at the University of Minnesota. ([free access](#))

Conference presentations

- DeCarlo, M. P.** & Pendell, K. (2024, January). *Engaging with Open Science and Navigating New Grant Funding Requirements*. Interactive workshop at the Society for Social Work and Research Annual Conference, Washington, DC. [Withdrawn due to lack of professional development funds]
- Gruber, A. M. & **DeCarlo, M. P.** (2023, November). *OER curation in the disciplines: An adaptable model from social work*. Oral presentation at the Open Education Conference (virtual). ([video recording](#))
- Colquitt, E. & **DeCarlo, M. P.** (2023, October). *Fieldwork is work: A national profile of the invisible social work workforce*. Oral presentation at the Annual Program Meeting of the Council on Social Work Education, Atlanta, GA. ([video recording](#))
- DeCarlo, M.**, Payne, W., Tyler, S., & Mauldin, R. (2021, November). *Open textbooks: Educational equity and innovation*. Interactive workshop at the Annual Program Meeting of the Council on Social Work Education, Orlando, FL. ([video recording](#))
- DeCarlo, M.** (2021, October) *Finding open opportunities in a closed curriculum: Strategies for junior and contingent faculty*. Interactive workshop at the Open Education Conference, virtual. ([video recording](#))
- DeCarlo, M.** (2020, November). *Open educational practices: Faculty self-defense in a privatized knowledge ecosystem*. Interactive workshop at the Annual Program Meeting of the Council on Social Work Education, virtual. ([video recording](#))
- Pendell, K. & **DeCarlo, M.** (2020, November). *Open for whom? Challenging information privilege in social work*. Oral presentation at the Annual Program Meeting of the Council on Social Work Education, virtual. ([proposal](#))
- DeCarlo, M.** & Eaton, M. (2020, March). *Technological engagement as transgression: Social work and digital citizenship*. Technology committee board session and workshop at the Baccalaureate Program Directors Annual Conference, Birmingham, AL. (cancelled due to COVID-19)

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- Vandergrift, K. & **DeCarlo, M.** (2020, March). *The high costs of textbooks: Furthering economic justice for social work students*. Paper presentation at the Baccalaureate Program Directors Annual Conference, Birmingham, AL. ([video recording](#))
- DeCarlo, M.** (2020, January). *Open educational resources: Promoting access, engagement, and equity in social work education*. Oral presentation at the Society for Social Work and Research Conference, Washington, DC.
- DeCarlo, M.** (2019, October). *Uncovering the impact of OER in student-led focus groups*. Oral presentation at the Open Education Conference, Niagara Falls, NY.
- DeCarlo, M.** (2019, March). *Open educational resources: Breaking down barriers to knowledge and faculty collaboration*. Oral presentation at the Baccalaureate Program Directors Annual Conference, Jacksonville, FL.
- DeCarlo, M.** (2018, November). *The cost of becoming a licensed clinical social worker in the US*. Oral presentation at the Annual Program Meeting of the Council on Social Work Education, Orlando, FL.
- DeCarlo, M.** (2018, April). *Integrating open educational resources into distance education*. Workshop presentation at the Social Work Distance Education conference, San Antonio, TX.
- DeCarlo, M.** (2017, November). *State of the States in Self-Direction for Individuals with Intellectual, Developmental Disabilities*. Oral presentation at the Association of University Centers on Disabilities, Washington, DC.
- DeCarlo, M.** (2017, October). *State of the States in Self-Direction for Individuals with Intellectual, Developmental Disabilities*. Oral presentation at the Annual Program Meeting of the Council on Social Work Education, Dallas, TX.
- DeCarlo, M.** & Bogenschutz, M. (2015, October). *Self-directed supports for individuals with intellectual and developmental disabilities*. Oral presentation at the Annual Program Meeting of the Council on Social Work Education, Denver, CO.
- Nguyen, P. & **DeCarlo, M.** (2015, October). *Physical intimate partner violence and the Asian-American community*. Oral presentation at the Annual Program Meeting of the Council on Social Work Education, Denver, CO.
- DeCarlo, M.** (2014, November). *State of the states: Consumer-directed Medicaid services for people with developmental disabilities, results from a preliminary investigation*. Poster presentation at the Association of University Centers on Disabilities conference, Washington, DC.

Invited presentations

- DeCarlo, M. P.** (2024, February). *Education Equity In Action: Zero Textbook Cost & Open Pedagogy In The MSW Curriculum*. Interactive workshop at the Day of Dialogue at Saint Joseph's University, Philadelphia, PA.

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- DeCarlo, M. P.** (2023, March). *Engaging Your Students through Experiential Learning in an Open Setting*. University of South Carolina College of Social Work, Columbia, SC.
- DeCarlo, M.** & Freeman, A. (2022, November). *Getting started with open educational resources*. University of South Carolina College of Social Work, Columbia, SC.
- DeCarlo, M.** (2022, October). “Statistically free of race and gender bias” Gaslighting as methodology in social work licensing exams. Continuing education webinar conducted with the Greater Washington Society for Clinical Social Work. ([video recording](#))
- DeCarlo, M.** (2022, September). “Statistically free of race and gender bias” Gaslighting as methodology in social work licensing exams. #SWEdUActs Peer Support Dialogue. ([video recording](#))
- DeCarlo, M.** & Brigham, C. (2021, December). *Using open educational resources (OER)*. La Salle University, De La Salle Institute, Philadelphia, PA.
- DeCarlo, M.** (2021, March). *Course design with cost in mind*. Stockton University, Center for Teaching & Learning Design. ([video recording](#))
- DeCarlo, M.** (2021, March). *A short introduction to open pedagogy*. Stockton University, Center for Teaching & Learning Design. ([video recording](#))
- Bogenschutz, M., **DeCarlo, M.**, Hall-Lande, J. (2019, September). *Self-direction, stewardship, and choice*. Webinar conducted with the National Center for Participant-Directed Services, Boston, MA.
- DeCarlo, M.** (2019, March). *The Open Social Work Education project*. Open Education Southern Symposium. ([video recording](#))

Scholarly projects

Co-founder: Open Prep Alliance (2022-present)

In collaboration with other social work academics, uses the online platform Prof2Prof to share full course preparations across institutions. This open pedagogy project focuses heavily on sharing zero textbook cost syllabi, enabling open and affordable practices on a large scale.

Co-Primary Investigator: Implementation of paid work-based placements in social work education (2022-present)

Participatory action research project bridging field educators and student activists for paid practicums. Assesses the implementation of rules at schools of social work across the United States that allow students to complete field practicums at their place of employment, rather than taking on an unpaid internship.

Primary investigator: Unpaid field work, basic needs, and student wellbeing (2022-present)

A participatory research project with a student researcher from Payments for Placements. Our project surveys the invisible social work workforce—student laborers—and assesses the impact of unpaid work on wellbeing and basic need security.

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Co-investigator: Social work journals and open science practices (2022-present)

Using transparency and open publication guidelines to audit journals of social work and make suggestions on how to better integrate the latest advances in metascience. Pioneering an open access addition to TOP standards, further integrating open access and open science.

Primary investigator: Discrimination in ASWB social work licensing examinations (2021-present)

Studying the methodological shortcomings within social work's licensing examinations that result in racist, ageist, and ethnocentric barriers to a social work career. In addition to publishing manuscripts, I testify regularly at public hearings and provide expert opinion to policymakers.

Co-founder and outreach coordinator: Open Social Work project. (2018-present)

Hosts the largest database of open resources in social work on our website. Provides training and one-on-one support to social work faculty on open educational resources. Conducts trainings at schools of social work and community events dedicated to open education, access, and science.

Project manager, author: Scientific inquiry in social work textbook project. (2017-present)

Created an open textbook for BSW research methods classes. Published in August 2018, my textbook has saved students over \$400,000 versus previously used commercial textbooks. Adopted at eighty campuses as well as at seven international schools as of May 2022. For most faculty adopters, my textbook was their first time using OER. A second edition with a community resource package planned for the 2022-2023 academic year.

Project manager, lead author: Graduate research methods in social work textbook project. (2018-2023)

Creating an open textbook for MSW research methods classes. Recipient of \$23,750 Virginia state grant. Also serving as lead author, lead editor, and peer review coordinator as part of forty-person multidisciplinary team of faculty, students, and designers. Integrating feedback from faculty and students for version 1.1 during summer 2024 with the sustainability coordinator.

Chair: OER Committee at Radford University. (2018-2020)

Authored Radford University's policy on OER and no/low-cost course labeling to comply with state regulations and created a strategic plan for campus OER implementation. Assisted faculty with adoption, adaptation, and creation projects and grant support through Virtual Library of Virginia (VIVA). Authored trainings on open educational practices and resources for faculty. Facilitated a faculty learning community in partnership with SCHE-V.

Primary investigator: Textbook cost burden and social work students. (2018-2019)

Investigated the extent, impact, and equity implications of textbook cost burden in social work, with particular attention to historically underserved groups in higher education. Data will be shared as open science and adapted as OER exercises in conjunction with my research methods textbook projects.

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Primary investigator: Open educational resources in social work education. (2017-2019)

Investigated the impact of OER on social work undergraduate, graduate, and distance education students through student-engaged, mixed-methods quasi-experimental pilots in Radford's BSW and MSW programs. Completed two conference presentations. Currently revising and resubmitting two empirical publications and published a teaching note on lessons learned.

Co-investigator: Self-directed supports for individuals with IDD. (2016-2019)

Examined the implementation of self-directed Medicaid waiver programs, conducted interviews with 80% of state-level program directors and managers. Published two articles in interdisciplinary journals and authored an online interactive policy brief with the Institute on Community Integration at the University of Minnesota. Presented a webinar with National Center for Participant-Directed Services for state IDD administrators.

Grants & Fellowships

2022: *Scholarship of Teaching and Learning Grant Award.* La Salle University. \$3,500.
2022: *Small Research Grant.* La Salle University. \$1,000.
2019-2020: *Dalton Eminent Scholar Rising Star Award.* Radford University. \$15,000
2019-2020: *Course Redesign Grant.* VIVA (Virtual Library of Virginia). \$23,750.
2019: *Seed Grant.* Radford University Office of Sponsored Programs. \$8,000.
2018-2019: *Waldron College Research Grant.* Radford University. \$8,000.
2018-2019: *OER Research Fellowship.* Open Education Group. \$8,000.
2018-2019: *Targeted Outreach Grant.* VIVA (Virtual Library of Virginia). \$2,300.
2017-2018: *Waldron College Research Grant.* Radford University. \$4,500.
2016-2017: *Waldron College Research Grant.* Radford University. \$7,000.

Awards & Honors

2019: *Dalton Eminent Scholar Rising Star.* Radford University
2019: *Distinguished Faculty Member.* Waldron College of Health and Human Services
2017: *Disability Manuscript Award, Honorable Mention.* Council on Social Work Education

Service

2024-present: *Member,* Social Work Distance Education Field Education Consortium
2024-present: *Member,* Tri-State Field Education Consortium
2023-present: *Co-organizer,* Philadelphia DBHIDS Enhanced Clinical Practicum for BIPOC students
2022-2023: *Member,* OER Working Group, La Salle University
2022-present: *Peer reviewer,* Advances in Social Work
2022: *Peer reviewer,* North Broad Press, Temple University
2022-2023: *Moderator,* SocArXiv
2019-2020: *Trainer,* Open Education Network

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- 2018-2020: *Chair*, OER Committee, Radford University
- 2018-2020: *Campus Leader*, Open Education Network & VIVA (Virtual Library of Virginia)
- 2017-2019: *Site Coordinator*, Radford University Hybrid MSW Program at Roanoke Higher Ed Center
- 2017-present: *Co-founder*, Open Social Work
- 2016-2020: *Faculty Advisor*, Phi Alpha Honor Society: Beta Xi Chapter
- 2016-2020: BSW, MSW, and Field Committees at Radford University
- 2016-2020: Radford University Institutional Review Board—Alternate member

Social work practice experience

- 2022-present: *Organizer*—#StopASWB movement to end discriminatory licensing exams
- 2022-present: *Organizer*—#Payments4Placements movement to end field placement poverty
- 2011-2012: *Community Support Specialist*—Community Connections, Washington, DC
- 2010-2011: *Wellness Specialist*—Pathways to Housing, Washington, DC
- 2009-2010: *Social Work Intern*—St. Elizabeth's Hospital, Forensic Division, Washington, DC
- 2008-2009: *Social Work Intern*—Samaritan Inns: Intensive Recovery Program, Washington, DC
- 2007-2008: *Residential Direct Care Staff*—Howard Center: Baird School, Burlington, VT
- 2006-2007: *Direct Care Staff*—Wediko Children's Services, Windsor, NH

External affiliations

- Phi Alpha Honors Society—*Member*